



COMMONWEALTH BUREAU OF CENSUS AND STATISTICS.

LABOUR TURNOVER, SEPTEMBER 1960

1. This report gives the results of a survey of labour turnover in Australian industry in the month of September, 1960, and shows these results together with those obtained in similar surveys covering the months of September, 1954 to 1959. Because of the effect of seasonal fluctuations, the trends in labour turnover are most clearly shown by comparing successive turnover rates for the same month of each year. Labour turnover rates are influenced by the seasonal nature of employment, particularly in the food, drink and tobacco industry and, to a lesser degree, in other industries. In each year since 1949, (except 1951 and 1954), labour turnover surveys have been made also for the month of March and results of these surveys were published in the report entitled "Labour Turnover, March, 1960", issued on 19th August, 1960.
2. Labour turnover is generally measured by the number of engagements or separations expressed as percentages of average employment during the period under review. Engagements and separations refer to the turnover of individual businesses, including the movement from one business to another within the same industry group.
3. Table 1 shows figures of both engagements and separations expressed in this way for manufacturing and non-manufacturing industries. Table 2 shows the separation rates for manual workers by industry group, and Table 3 shows the analysis of these separation rates according to dismissals, retrenchments, persons leaving employment on their own initiative, and other causes.
4. The period covered in individual returns is not uniform, depending as it does on the dates on which pay-roll tax returns of individual businesses are made up for August and September in each year. The figures may be interpreted as applying to an average of about four and a half weeks.

Industrial Coverage

5. The surveys are based on a sample within certain industries of businesses subject to pay-roll tax. They exclude businesses whose pay-roll is below the taxable limit, as well as religious, benevolent and other similar organizations which are exempt from pay-roll tax. In addition, the surveys exclude : rural industry; private domestic service; certain businesses such as accountants, trade associations, consultant engineers, etc.; the shipping and stevedoring industry; the motion picture industry; government employment; and semi-government undertakings other than banks and airlines.
6. Businesses in the construction industry were represented in the sample for the first time in the September, 1956, survey, and since then figures for this industry have been combined with those for the building industry. The rates for these two industries have been of a similar magnitude.

Engagements and Separations

7. Table 1 summarises the engagement and separation rates of the manufacturing and non-manufacturing sectors of industry. In one category, "female non-manual workers in manufacturing industry", the number of employees is relatively small. Less significance should be attached to small changes in the labour turnover rate in this category than to similar changes in the larger employment categories.
8. In 1956, the September rates for most of the labour turnover categories were significantly lower than they had been in the two preceding years. Overall, there was little change of significance in 1957 and 1958, but in 1959, and again in 1960, rises occurred in the rates for most categories.

TABLE 1 : ENGAGEMENTS AND SEPARATIONS, SEPTEMBER 1954 TO 1960

(Percentage of average employment in each group)

	1954	1955	1956	1957	1958	1959	1960
Males							
Manual Workers							
Engagements	%	%	%	%	%	%	%
Manufacturing	6.6	6.4	4.3	4.4	4.4	r 5.2	5.9
Non-manufacturing	7.5	7.8	6.5	6.0	6.0	6.8	7.9
All industries	6.9	6.9	5.1	5.0	4.9	5.8	6.6
Separations							
Manufacturing	6.0	6.4	4.3	3.9	4.2	r 4.6	5.5
Non-manufacturing	6.5	7.5	5.4	5.3	5.4	6.1	6.8
All industries	6.2	6.8	4.7	4.4	4.6	r 5.1	5.9
Non-manual Workers							
Engagements							
Manufacturing	2.2	2.2	1.8	1.6	1.5	1.9	2.2
Non-manufacturing	2.2	2.5	2.3	2.5	2.4	2.5	2.9
All industries	2.2	2.4	2.2	2.2	2.1	2.3	2.6
Separations							
Manufacturing	1.7	2.1	1.7	1.5	1.3	1.7	1.8
Non-manufacturing	2.1	2.5	2.1	2.0	2.2	2.0	2.4
All industries	2.0	2.4	2.0	1.8	1.9	1.9	2.2
Females							
Manual Workers	%	%	%	%	%	%	%
Engagements							
Manufacturing	7.0	6.5	5.5	5.3	5.2	7.5	6.8
All industries (a)	7.0	6.7	5.9	5.5	5.2	7.2	7.1
Separations							
Manufacturing	6.6	6.3	5.7	4.7	6.0	5.5	6.5
All industries (a)	6.4	6.4	5.7	4.7	5.9	5.5	6.1
Non-manual Workers							
Engagements							
Manufacturing	4.1	4.7	3.8	3.2	3.3	3.9	4.4
Non-manufacturing	5.3	6.7	4.1	4.6	3.9	4.2	6.0
All industries	5.0	6.2	4.0	4.3	3.8	4.1	5.1
Separations							
Manufacturing	3.7	3.8	3.3	3.2	3.1	3.6	3.8
Non-manufacturing	4.2	4.9	4.2	4.0	3.9	4.2	5.4
All industries	4.1	4.6	4.0	3.8	3.7	4.0	4.6

(a) Includes "non-manufacturing" for which no estimates are available.

(r) Revised.

Separation Rates for Industry Groups

9. Table 2 gives a dissection by industry group of the separation rates of manual workers which were shown in Table 1. As stated in the March 1960 bulletin, the industry groups shown in this issue, following a redesign of the sample, differ slightly from those shown in previous issues. As far as practicable, figures for September, 1960, and for earlier periods have been shown on a comparable basis.

10. As was shown in Table 1, the separation rates of manual workers were higher in September, 1960, than in September, 1959. Table 2 shows that these higher rates were fairly general throughout industry. The exceptions are "furniture, sawmilling and woodworking" and "road transport" for males and "clothing" for females.

11. In the interpretation of figures for the "food, drink and tobacco" industry group, it should be remembered that this group contains certain seasonal industries (e.g. fruit canning) which engage and retrench a large number of workers each season. Considerable fluctuation may occur in the turnover rates because a season may be later one year than another.

TABLE 2 : SEPARATION RATES FOR MANUAL WORKERS BY INDUSTRY, SEPTEMBER, 1954-1960
(Percentage of average employment)

Industry Group	1954	1955	1956	1957	1958	1959	1960
MALES							
Manufacturing -	%	%	%	%	%	%	%
Engineering and vehicles	6.2	6.8	4.2	3.6	4.4	r 4.8	5.6
(i) Engineering (a)	n.a.	n.a.	n.a.	n.a.	n.a.	4.8	5.7
(ii) Vehicles (b)	n.a.	n.a.	n.a.	n.a.	n.a.	5.0	5.3
Textiles and clothing	5.5	5.3	3.4	3.0	3.2	4.2	4.6
Food, drink and tobacco	5.8	6.5	5.8	5.6	4.6	5.6	7.3
Furniture, sawmilling and woodworking	6.1	5.6	3.8	3.7	5.3	5.3	4.4
Paper and printing	3.0	3.5	2.7	2.2	2.4	2.4	2.7
Other manufacturing	7.0	7.3	4.4	4.1	4.0	4.1	5.5
(i) Chemicals and oil refining	n.a.	n.a.	n.a.	n.a.	n.a.	3.1	4.5
(ii) Other	n.a.	n.a.	n.a.	n.a.	n.a.	4.5	5.8
All manufacturing	6.0	6.4	4.3	3.9	4.2	r 4.6	5.4
Non-manufacturing -							
Mining	2.5	3.3	3.2	3.0	3.5	3.4	3.7
Building and construction (c)	10.4	14.0	10.0	10.1	11.0	11.4	12.4
Road transport	4.1	8.1	4.7	4.2	4.3	r 5.4	5.2
Wholesale & retail trade	6.7	5.8	4.0	3.7	3.7	4.0	4.9
Other non-manufacturing	6.5	5.8	4.2	4.8	3.0	5.1	5.6
All non-manufacturing	6.5	7.5	5.4	5.3	5.4	6.1	6.8
All industries (d)	6.2	6.8	4.7	4.4	4.6	r 5.1	5.9

FEMALES

Manufacturing -	%	%	%	%	%	%	%
Engineering and vehicles	7.5	7.2	5.8	5.2	6.2	5.2	7.4
Textiles	5.5	4.6	3.9	4.7	2.6	4.0	5.1
Clothing	6.8	5.9	5.8	3.8	4.6	5.7	5.0
Food, drink and tobacco	7.8	8.9	9.1	7.5	12.3	7.7	11.1
Paper and printing	6.3	4.0	3.8	5.2	3.5	4.7	5.7
Chemicals and oil refining	n.a.	n.a.	n.a.	n.a.	n.a.	4.6	5.5
All manufacturing (e)	6.6	6.3	5.7	4.7	6.0	5.5	5.9
All industries (f)	6.4	6.4	5.7	4.7	5.9	5.5	6.1

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment.

(b) Vehicles, aircraft and ships. Includes assembly and repairs. (c) Construction other than building not included before September, 1956. (d) See introductory text for note on industrial coverage. (e) Includes certain industry groups not specified above for which no estimates are available. (f) Includes "Non-manufacturing" for which no estimates are available. (r) Revised.

Analysis of Separations for Manual Workers

12. In Table 3, separations of manual workers are classified by type of separation (dismissed, retrenched, left and other). The industry groups shown are as in Table 2. Businesses submitting returns were asked to class employees as dismissed where employment was terminated on the employer's initiative for disciplinary or similar reasons; as retrenched where the employment was terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job, etc.; as left where employment was terminated on the employee's initiative (employees on strike are not included as separations); and as "other" where the separation was due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, or similar reasons.

13. The table gives this dissection of separation rates for September, 1959, and September, 1960. Preceding issues in the series have contained corresponding information for earlier years. Usually, the majority of separations among manual workers (except in the "food, drink, and tobacco" industry) are due to persons leaving on their own initiative.

14. The lower retrenchment rate for males in September, 1960, compared with September, 1959, was general throughout industry, the main exceptions being the "food, drink and tobacco" and "chemicals and oil refining" industries. In two industry groups ("engineering and vehicles" and "food, drink and tobacco") the retrenchment rate for females was higher than last year; in the other industry groups it was about the same.

15. In September, 1960, rates were higher than in September, 1959, for those leaving on their own initiative. The increases were fairly general throughout industry and are quite marked except in "paper and printing", where the rise was only small, and in "furniture, sawmilling, etc." for males and in "clothing" for females, where there were slight decreases.

Industry Group	1959	1960	1959	1960	1959	1960	1959	1960
All industries (d)	6.2	6.8	4.7	4.4	4.6	5.1	5.9	5.9
All non-manufacturing	6.2	7.2	5.4	5.3	5.4	6.1	6.8	6.8
Other non-manufacturing	6.2	5.8	4.2	4.8	3.0	5.1	5.6	5.6
Wholesale & retail trade	6.7	5.8	4.0	3.7	3.7	4.0	4.9	4.9
Road transport	4.1	8.1	4.7	4.2	4.3	5.4	5.2	5.2
Building and construction	10.4	14.0	10.0	10.1	11.0	11.4	12.4	12.4
Mining	5.2	3.3	3.2	3.0	3.2	3.4	3.7	3.7
Non-manufacturing -								
All manufacturing	6.0	6.4	4.3	3.9	4.2	4.6	5.4	5.4
(1) Other								
Oil refining								
(1) Other								

FEMALES

Industry Group	1959	1960	1959	1960	1959	1960	1959	1960
All industries (f)	6.4	6.4	5.7	4.7	5.9	5.2	6.1	5.9
All manufacturing (e)	6.6	6.3	5.7	4.7	6.0	5.2	5.9	5.9
Refining								
Chemicals and oil	n.s.	n.s.	n.s.	n.s.	n.s.	4.6	5.2	5.2
Paper and printing	6.3	4.0	3.8	5.2	3.2	4.7	5.7	5.7
Food, drink and tobacco	7.8	8.9	9.1	7.2	12.3	7.7	11.7	11.7
Clothing	6.8	5.9	5.8	3.8	4.6	5.7	5.0	5.0
Textiles	5.2	4.6	3.9	4.7	5.6	4.0	5.1	5.1
Engineering and vehicles	7.2	7.2	5.8	5.2	6.2	5.2	7.4	7.4
Manufacturing -								

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
 (b) Vehicles, aircraft and ships. Includes assembly and repairs.
 (c) Construction.
 (d) See introductory text for other than building not included before September, 1956.
 (e) Includes certain industry groups not specified above note on industrial coverage.
 (f) Includes "non-manufacturing" for which no estimates are available.
 (r) Revised.

TABLE 3 : ANALYSIS OF SEPARATIONS FOR MANUAL WORKERS,
SEPTEMBER, 1959 AND SEPTEMBER, 1960
 (Percentage of average employment in each group)

Industry Group	September, 1959					September, 1960				
	D.	R.	L.	O.	Total	D.	R.	L.	O.	Total
MALES										
Manufacturing -	%	%	%	%	%	%	%	%	%	%
Engineering and vehicles	0.7	0.5	3.5	0.1	r4.8	0.6	0.2	4.7	0.1	5.6
(i) Engineering (a)	0.7	0.5	3.5	0.1	4.8	0.7	0.2	4.7	0.1	5.7
(ii) Vehicles (b)	0.8	0.5	3.5	0.2	5.0	0.4	0.3	4.5	0.1	5.3
Textiles and clothing	0.4	0.4	3.3	0.1	4.2	0.4	0.3	3.8	0.1	4.6
Food, drink and tobacco	0.6	2.4	2.3	0.3	5.6	0.6	2.8	3.8	0.1	7.3
Furniture, sawmilling, etc.	0.9	0.4	3.9	0.1	5.3	0.4	0.2	3.7	0.1	4.4
Paper and printing	0.3	0.2	1.8	0.1	2.4	0.3	0.1	2.2	0.1	2.7
Other manufacturing	0.6	0.6	2.8	0.1	4.1	0.7	0.4	4.3	0.1	5.5
(i) Chemicals and oil refining	0.4	0.2	2.3	0.2	3.1	0.4	0.4	3.5	0.2	4.5
(ii) Other	0.7	0.8	2.9	0.1	4.5	0.8	0.4	4.5	0.1	5.8
All manufacturing	0.7	0.8	3.0	0.1	r4.6	0.6	0.6	4.1	0.1	5.4
Non-manufacturing -										
Mining	0.3	0.2	2.7	0.2	3.4	0.2	0.3	3.1	0.1	3.7
Building and construction	1.8	4.0	5.5	0.1	11.4	2.0	3.6	6.8	-	12.4
Road transport	0.8	0.7	3.7	0.2	r5.4	1.1	0.2	3.8	0.1	5.2
Wholesale and retail trade	0.6	0.6	2.7	0.1	4.0	0.8	0.5	3.5	0.1	4.9
Other non-manufacturing	1.2	0.8	3.0	0.1	5.1	1.0	0.3	4.1	0.2	5.6
All non-manufacturing	0.9	1.4	3.7	0.1	6.1	1.1	1.2	4.4	0.1	6.8
All industries (c)	0.8	1.0	3.2	0.1	r5.1	0.8	0.8	4.2	0.1	5.9
FEMALES										
Manufacturing -	%	%	%	%	%	%	%	%	%	%
Engineering and vehicles	0.5	0.5	4.0	0.2	5.2	0.5	1.5	5.2	0.2	7.4
Textiles	0.4	0.2	3.3	0.1	4.0	0.4	0.3	4.3	0.1	5.1
Clothing	0.7	0.8	4.0	0.2	5.7	0.8	0.4	3.7	0.1	5.0
Food, drink and tobacco	0.9	2.8	3.9	0.1	7.7	1.1	4.6	5.3	0.1	11.1
Paper and printing	0.8	0.8	2.9	0.2	4.7	0.5	0.5	4.5	0.2	5.7
Chemicals and oil refining	0.3	0.9	3.2	0.2	4.6	0.4	0.7	4.2	0.2	5.5
All manufacturing (d)	0.6	0.9	3.8	0.2	5.5	0.6	1.1	4.1	0.1	5.9
All industries (e)	0.7	0.9	3.8	0.1	5.5	0.7	0.9	4.4	0.1	6.1

- D. Dismissed : Employment terminated on the employer's initiative for disciplinary or similar reasons.
- R. Retrenched : Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job, etc.
- L. Left : Employment terminated on the employee's initiative. Employees on strike not included.
- O. Other : Includes separations due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, and similar reasons.
- (a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
- (b) Vehicles, aircraft and ships. Includes assembly and repairs.
- (c) See introductory text for note on industrial coverage.
- (d) Includes certain industry groups not specified above for which no estimates are available.
- (e) Includes "Non-manufacturing" for which no estimates are available.
- (r) Revised.

